

# Gender mainstreaming

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If you want to learn how gender equality relates to your area of work, you have come to the right place. In this section we highlight gender challenges in 21 policy areas, ranging from fisheries to culture. We also give recommendations on how to best address these challenges. We have developed many practical tools to help you integrate a gender perspective into all stages of policymaking and strategic planning. Our step-by-step toolkits will guide you through the process. Feel free to use them to make your organisation more gender-sensitive.



## Featured



**iRPP: Four letters can unlock €2 trillion to accelerate our drive towards gender equality**

Each year the EU spends 14% of its Gross Domestic Product (GDP) on public works, from building projects to social infrastructure. Smart targeting of that €2 trillion in public funds and considering how it impacts the lives of both women and men is the essence of Gender-responsive public procurement, or GRPP.



## How to make universities and research organisations equal for women and men

IGE has released an updated version of its Gender Equality in Academia and Research (GEAR) online tool. The practical tool guides organisations through all stages of institutional change, from setting up a gender equality plan to evaluating its real impact.

## Gender mainstreaming publications



EDUCATION

[Gender Equality in Academia and Research GEAR tool step-by-step guide](#)





EMPLOYMENT, RESEARCH

## Gender in Research



### What is gender-responsive public procurement?

GRPP is procurement that promotes gender equality through the goods, services or works being purchased. This means that buyers and suppliers examine the impact of all contracted activities on women's and men's needs, interests and concerns, and design and deliver contracts in a way that reduces gender inequalities (1).

### GRPP can help to:

<p><b>Increase</b> the number of women in the workforce</p>	<p><b>Balance</b> the number of women and men in the workforce, according to gender equality in the rest of the economy</p>	<p><b>Improve</b> working conditions, e.g. of women in the public sector, where budgetary rules may be a barrier to women's work, or in smaller or highly seasonal or temporary jobs, or in sectors with women's and men's work</p>	<p><b>Address</b> gender pay inequalities</p>
<p><b>Improve</b> work-life balance and the sharing of care responsibilities between women and men</p>	<p><b>Address</b> a gender balance and diverse composition of the boards of companies and other economic entities</p>	<p><b>Prevent</b> gender inequalities in skills</p>	<p><b>Address</b> the needs of women and men in the public sector, such as in the area of social services, health care, education, etc.</p>

ECONOMIC AND FINANCIAL AFFAIRS

## Gender-responsive public procurement: the key to fair and efficient public spending in the EU



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